

AUO Qualifying Work

- A. Extended Detail Distant, remote or difficult to reach locations. Unexpected activity toward the end of shift which is authorized by the supervisor.
- B. Observation of Areas of Suspected Illegal Activity Considerable hours of observation may have to be performed either in furtherance of or to complete an investigation. The above duty in excess of the regular scheduled workday or 40-hour administrative work week would be creditable AUO.
- C. Search Rescue and Emergency Medical If uncontrollable, searching for and rescuing, or in cooperation in the search for and rescue of, persons lost on the public lands, in protecting or rescuing, or in cooperating in the protection and rescue of, persons or animals endangered by an act of God, and in transporting deceased persons or persons seriously ill or injured to the nearest place where interested parties or local authorities are located.
- D. Emergency Response If uncontrollable, responding to a call from another ranger or a private citizen either reporting a crime in progress or requesting assistance, while on duty and requires extended duty hours.
- E. Surveillance of Suspects Surveillance of a suspect may start at a time over which the ranger has some control; however, if it is essential that the surveillance continue, and unable to contact supervisor to request overtime, work performed as a result of the need for continued surveillance would be creditable AUO.
- F. Meeting Sources of Information Meeting sources would qualify as AUO if the Ranger had no control over the time or place where the source desired to meet and unable to contact supervisor for overtime request. If failure on the part of the Ranger to most or contact the source to further an investigation could constitute negligence.
- G. Executing Search and/or Arrest Warrants If unforeseen circumstances requires overtime to complete the search, inventory and secure evidence, transport prisoner(s), secure the premises searched, and complete essential case documents, that time qualifies as AUO.
- H. Working Undercover Law Enforcement Rangers assigned to and assisting Special Agents in an undercover role or assisting as back-up rangers in a covert investigation.
- I. Examining Records and Evidence The examining of records and evidence qualifies as AUO, provided such examination goes beyond or is commenced after regular scheduled working hours and cannot be practically performed at a later date or during normal working hours.

- J. Crime Scene or HAZMAT Site Protection Protection of evidence at a crime scene, public safety and security of a HAZMAT site or other emergency operation when abandonment would constitute negligence.
- K. Preparation of Reports Preparation of reports generally can be scheduled during a normal scheduled tour of duty. However, uncontrollable circumstances can arise which dictate the immediate preparation of reports during overtime which qualifies as AUO.
- L. Courtroom Duty Participation in grand jury proceedings or giving testimony in a court case where the Law Enforcement Ranger has no knowledge or control of the court schedule and which requires the performance of overtime as AUO. Overtime performed while assisting government attorneys in connection with trial or hearing preparation is AUO qualifying.
- M. Equipment Maintenance Equipment or vehicle maintenance is usually performed during the regular scheduled tour of duty. However uncontrollable situations may arise that necessitate an immediate response requiring the performance of overtime.
- N. Special Operations The need must exist to work as many hours per day as required to complete the day's operation and to work as many consecutive days as necessary to complete the law enforcement project in the time available.
- O. Travel Travel outside the days and hours of the regularly scheduled work week qualifies for AUO only if it involves the performance of actual work (e.g. guarding prisoners in transport or conducting a mobile surveillance) or is travel that results from an event which could not be scheduled or controlled administratively.
- P. Supervisor in a Law Enforcement Series Supervision or coordination of any of the above qualifying activities or similar activities, when performed outside of regular duty hours on an irregular or occasional basis, with the supervisor himself/herself generally determining the necessity to remain on or return to duty, may also qualify for AUO pay.

Non-Qualifying AUO Work

Activities that are not the result of compelling circumstances do not qualify as uncontrollable overtime and are not creditable for determining eligibility. Examples of work which do not qualify (*which are not all inclusive*) are:

1. Early arrival/late departure from the office without compelling cause. This includes situations where the ranger has the option of taking work home and doing it later in the evening, or doing it at the office in continuation of his/her regular duty hours. It also includes situations in which the ranger has such latitude to begin work later in the morning and continue working later at night to better accomplish a given objective. Specific examples include:
 - a. Early arrival at place of business for his/her own personal benefit without a compelling reason.
 - b. Remaining late at the office to do or complete work (writing or preparing reports, cases, etc.) that could be performed during regular work hours.
 - c. Routine liaison work with field offices that have different hours (e.g., regularly staying after hours to confer with offices in other time zones). Hours can be changed so a ranger comes in later and works later to conform to field office hours.
2. Working through lunch hours for personal benefit. This category includes eating lunch at a desk.
3. Training. (i.e., Criminal Investigation School, or Land Management Training, in-service training, and travel time to and from Government sponsored training classes).
4. Time spent as a full-time instructor of a scheduled training course, the ranger has no duties other than classroom instruction.
5. Time spent performing work which could be scheduled during regular duty hours.
6. Patrol duty (unless the patrol duty is non-routine and an extension of the patrol is approved by the supervisor).
7. Call Out duty when there is a break in the scheduled duty day (i.e. a ranger receives a call out from the dispatch center, after their regular daily shift, would be considered regular overtime, not AUO, if their supervisor approves the call out resport).